

San Jose Fire Fighters, IAFF, Local 230
Top Step Total Compensation for 2010-2011

Compensation & Benefits	Fire Fighter	Fire Engineer	Fire Captain	Fire Battalion Chief
Base Pay	\$98,238	\$109,366	\$125,882	\$157,602
Holiday-In-Lieu (5.623%)	\$5,524	\$6,150	\$7,078	\$8,862
Anti-Terrorist Training Pay (2.00%)	\$1,965	\$2,187	\$2,518	\$3,152
Education and Training	\$910	\$910	\$910	\$910
EMT	\$2,947	\$2,947	\$2,947	\$2,947
Uniform Allowance	\$495	\$495	\$495	\$495
Total Cash Compensation¹	\$110,079	\$122,056	\$139,830	\$173,968
Retirement Contribution (44.16%)	\$46,689	\$51,978	\$59,827	\$74,902
Unemployment Insurance	\$747	\$831	\$957	\$1,198
Health Insurance ²	\$13,016	\$13,016	\$13,016	\$13,016
Dental Insurance (PPO) ²	\$1,271	\$1,271	\$1,271	\$1,271
Life Insurance	\$24	\$24	\$24	\$24
EAP	\$253	\$253	\$253	\$253
Total Benefits	\$62,000	\$67,374	\$75,348	\$90,665
Total Pay and Benefits³	\$172,079	\$189,429	\$215,178	\$264,632

Notes and Comments

¹ Does not include premium pays, regular overtime, or FLSA overtime for employees on a 56hr work week based on their regular schedule.

² Assumes employee is enrolled in family health and dental.

³ Does not include value of paid sick leave and paid vacation leave.